

Happy Valentine's Day!

highlights

SNOHOMISH COUNTY PUD

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FEBRUARY 13, 2015

Steve Klein Retiring from the District May 1

Has been at the helm for nine years

When **Steve Klein** was hired as the District's General Manager in 2006, he didn't expect to stay beyond the length of his five-year contract.

Turns out, he was in for a longer-term relationship.

Steve recently informed the Board of Commissioners that he'll retire from the utility on May 1 – nine years after signing that first contract.

"When the Board asked me to consider a second contract, I told them I might not make it the full five years," he said. "Still, this was a very hard decision."

Part of the impetus has to do with family timing. One of Steve's two daughters (he and his wife also have a son) is about to graduate from Creighton University with a doctorate in physical therapy.

"I don't take vacations, so here was a chance to get in the car with my wife and drive to our daughter's graduation," he said. "The more I thought about it, the more I thought maybe this would be a good time to make the break."

The strong state of the utility also made it a good time to turn the page and begin the next chapter of his professional life.

"If I did my job right, my leaving should have little impact going forward," he said.

Maybe so, but Steve's impact on the



Steve Klein at the Youngs Creek dedication ceremony, October 17, 2011.

District, and the industry, has been tremendous.

"The PUD has benefitted greatly from having such a highly regarded and skilled manager," Board President **Kathy Vaughn** said. "The energy industry has

become increasingly complex, and Steve's forward-thinking vision has been central to our success."

The Commissioners plan to conduct

(continued on next page)

Steve Klein Retiring...

(continued from front page)

an internal and external search for the next CEO/General Manager. If needed, the Board will appoint an interim General Manager.

Steve came to the PUD from Tacoma Power, where he had worked for 28 years, including 13 years at the helm. At the time, the PUD was still working to recover from the Enron ordeal. Addressing that challenge, and what it had done to employee morale, was Steve's first order of business.

After reaching a favorable settlement in the Enron case, Steve set about changing the District culture. He built a Leadership Team based on collaboration and an honest exchange of ideas and feedback. Everyone shared ownership of the District's future – its challenges and its successes.

Snohomish County was in a robust growth mode at the time, and Steve knew he needed to chart a positive path for the utility. "We said 'Hey, we're in this business to serve our customers, and we're going to be here for a long time. We need to start thinking long-term.'"

Soon, the District's financial house was back in order. Maintenance that had been deferred during the legal fights surrounding the Enron ordeal and West Coast energy crisis began being addressed. Partnerships were pursued to explore new technologies and renewable energy sources.

"I applaud Steve Klein for introducing cutting edge technology to help drive our region's clean energy economy," Gov. Jay Inslee said. "He is a proven innovator,



Steve is at the far right as (left to right) Commissioners Toni Olson, Dave Aldrich and Kathy Vaughn hold giant scissors for the grand opening of the ECDC on August 28, 2012.

positioning Snohomish County PUD as a true leader and setting the standard for other utilities throughout the country."

Leading the utility out of one of its more challenging chapters, and helping to build its current regional, national and global reputation is among Steve's proudest accomplishments.

The energy industry has become increasingly complex, and Steve's forward-thinking vision has been central to our success

– Commissioner
Kathy Vaughn

"We had some people on staff whose talents were underutilized," he recalled. "We've also been able to attract some outstanding people to join us at all levels of the organization. I feel really good about that."

And it's the people he'll miss the most.

"I value everybody's contribution," he said. "Part of that is because I've been in the industry so long and come from a blue-collar background. In some way or another, I've

done most of the jobs that people do here.

"I want to extend my heartfelt thanks to everybody," he added. "Their contribution has been important for putting the utility in the position it's in today and its successes. I really appreciate those contributions."

If you know Steve, you know that he's not entering "retirement" in the traditional sense. He only has one speed. He'll remain in high gear for the PUD right up to May 1, and isn't likely to slow down much after that.

"The immediate thing is to go to my daughter's graduation," he said of his plans. "Then I want to recharge a little bit (pun likely intended). I haven't really exercised like I used to; I haven't gone on a nice hike in a long time."

But he'll soon be ready for his next challenge. Don't be surprised to see him continuing to play a leadership role in clean tech, clean energy or energy policy. After all, he's not really "retiring" – he's just turning a page. **HI**

For Unconventional Energy Savings, Let's Talk Super Bowl

The game may have been an emotional drain, but it was a winner in reducing energy consumption

Call it the Super Bowl Effect.

District customers' electricity use plummeted while the Seattle Seahawks and New England Patriots were doing battle in Super Bowl XLIX.

"Our load was about 178 megawatt hours below what we would normally expect for a Sunday with typical temperatures," said **Erin Boyd**, Senior Manager of Rates, Economics and Energy Risk Management, who ran the numbers after seeing a story in the Washington Post about people using less electricity on Super Bowl Sunday.

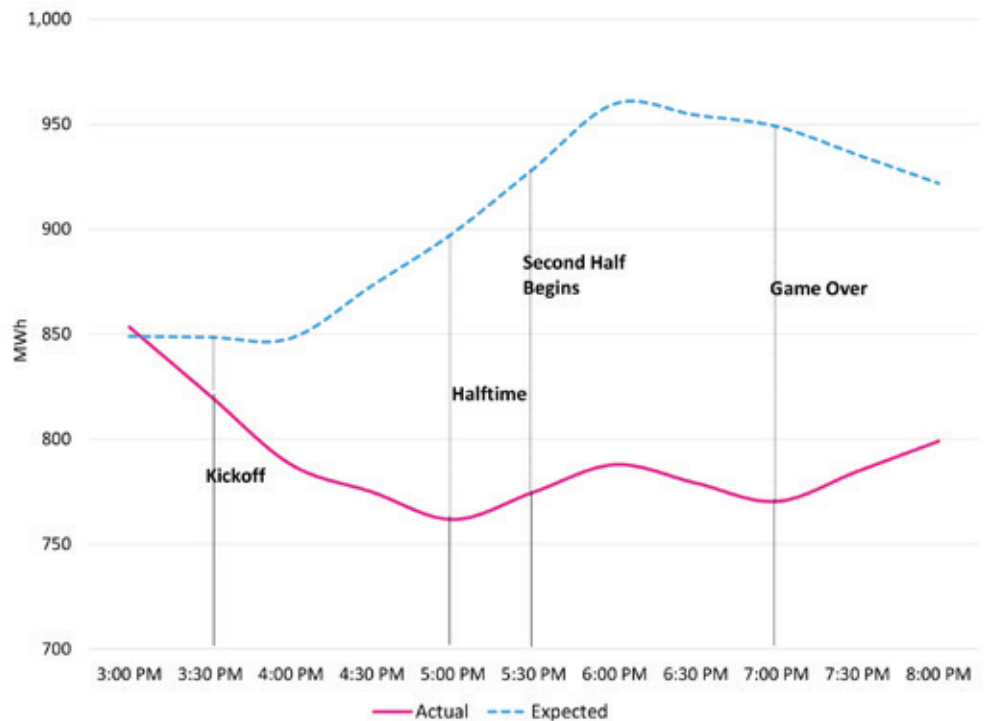
"That's really amazing."

Why the dramatic drop in consumption?

Because when lots of people gather with others, rather than spending time alone at home, fewer houses are occupied. That means less total use of heating, lighting and appliances. And when people are focused on one activity, like watching the big game, few things are consuming power besides that flat-screen TV.

Nothing in the United States fuels this phenomenon like the Super Bowl. And around here, the Seahawks' presence put it into hyper-drive.

Erin's research shows that about 30 minutes before the Seahawks kicked off on Feb. 1, load began to plunge. It bumped up a bit during halftime, then



The dotted line represents expected District load on a typical Sunday this time of year. The solid line shows actual load on Super Bowl Sunday. Power demand began to drop dramatically about 30 minutes before kickoff.

dropped again until the end of the game. (No, we won't go into that.)

As the game was ending at about 7 p.m., load was roughly 19% below what would be expected for that time on a typical Sunday this time of year.

So does this suggest non-traditional ways to save energy? Yes, Erin says. Turns out, all the time we're spending alone

these days has an energy cost. Traditions we've gotten away from might be worth revisiting.

"People should start having Sunday dinner with their families again," she said.

HL

FUN FACT

Over 114 million viewers tuned into Super Bowl XLIX, making it the most watched television show in U.S. history. There have only been seven shows in American television history that have topped 100 million viewers—and six of those are Super Bowls. The only non-Super Bowl to top the 100 million viewer mark came in February 1983 when the M*A*S*H finale drew 106 million viewers on CBS.

— Source: cbssports.com



Times of Change Can Seem Overwhelming

Here are some tips that can help

"I try to take one day at a time, but sometimes several days attack me at once."

– Ashleigh Brilliant, author and humorist

Maybe you know that feeling. It's been shared more and more these days by folks connected with the ONE Program.

Scores of District employees are working even harder than usual these days on the many, often demanding tasks that are part of the ONE Program. Deadlines loom as the first phase of ONE approaches its go-live date later this year, and the increasing pace and amount of work might have some folks feeling overwhelmed.

Fortunately, there's no shortage of advice for dealing with such feelings, or for preventing them altogether. Some simple tactics can help you keep your workday in check:

Get your priorities straight. "Do the most important or most difficult task first," Mitzi Weinman of professional development firm TimeFinder told Money magazine. Starting with the quick, easy jobs is tempting, she said, but delaying the thornier tasks just increases the odds that you'll need to stay late to finish.

Make the invisible visible. Sometimes when we feel overwhelmed, taking the time to write down the tasks in front of us allows our minds to slow down, social strategist Simone N. Sneed wrote on Huffington Post. Writing down the projects that you need to complete takes your stress that exists in some amorphous shape in your mind and translates it into something that is literally visible. When things are tangible they are much easier to organize.

Plug productivity leaks. Try



tracking your activities. Write down everything you do in half-hour increments. Set a limit for how long you can spend on any time-sucking activity and stick to it.


Pile it. Sneed is an advocate of what she calls the "Post-It method." Write your projects down as single items on individual Post-Its. Once you have your stack of Post-Its, create three distinct piles

("Today"/"This Week"/"The Future"). By creating time boundaries based on "must do" rather than "should do," she writes, you are one step closer to getting back in control.

Be willing to compromise. When you ask someone to contribute differently to a task, revise a deadline, or change their behavior at work, be willing to do the same. Sometimes, if you can both bend a little, you'll be able to find a happy middle ground that reduces the stress levels for everyone.

Create a balanced schedule. Analyze your schedule, responsibilities and daily tasks. All work and no play is a recipe for burnout. Try to find a balance between work and family life, social activities and solitary pursuits, daily responsibilities and downtime.

Plan regular breaks. Make sure to take short breaks throughout the day to take a walk or sit back and clear your mind. Also try to get away from your desk or work station for lunch. Stepping away from work to briefly relax and recharge will help you be more, not less, productive.

Finally, remember this: The sun will come out tomorrow. When you feel overwhelmed, it's because your mind is fatigued, and when you're fatigued, the answer is always rest, Sneed writes. Your mind is attempting to manage a lot of information and having taken a moment to organize and prioritize, don't re-escalate your panic by plunging back into work. Clean up your desk, set everything up for a successful tomorrow and log out of Outlook. 




A Safety Quiz from CI Team 9

Remember, safety is up to all of us

The CI9 Safety Team's ongoing mission is to keep safety top-of-mind for all District employees. Take the team's monthly quiz and see if your safety consciousness is what it should be.

You are in a PUD vehicle stopped in a neighborhood, when a concerned citizen approaches you and asks if they can show you what they consider an unsafe condition on one of their street corners. They explain that there are some cables anchored to a bolt in the middle of the sidewalk that could very easily be tripped over or walked into by pedestrians. As you are approaching the corner in question, you see a jogger with his head down headed straight for it.

What would you do?

- Tell the concerned citizen to call the PUD and file a complaint and go on with your business.
- Pull out your phone and video tape the jogger hitting the cable line so you have proof of the safety hazard.
- Run into the street yelling at the jogger to stop.
- Safely get the jogger's attention to warn him of the hazard. Thank the concerned citizen for their input. Take a photo of the hazard and tie a ribbon on the wire. Submit the information to Safety. 

The correct answer is D: Always deal with such a situation proactively, and safely!



A photo of the potential safety hazard.

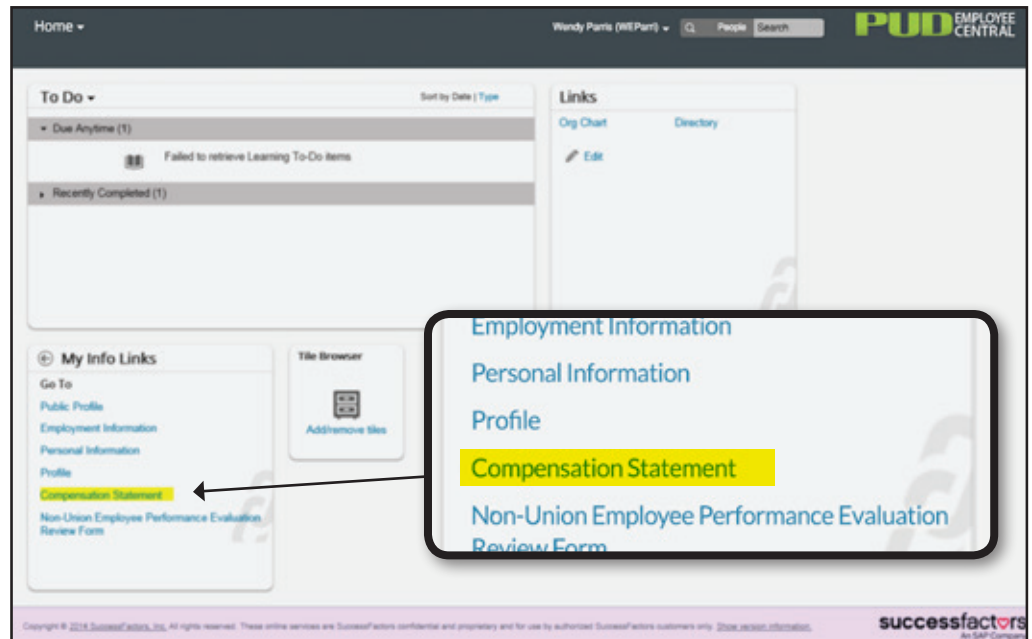
New This Year! An Online Annual Total Compensation & Benefits Statement!


Employee Resources has produced an online version of the 2014 Total Compensation & Benefits Statement. The purpose of this statement is to provide each employee with an individual record of your "total compensation" package. You can check it out early next week in Employee Central.

The statement outlines the value of all the benefits and compensation you received as a PUD employee during 2014 (Jan. 1, 2014–Dec. 31, 2014, earnings paid through the Dec. 22, 2014 paycheck). Ending time off balances are as of Dec. 31, 2014. Every reasonable effort has been made to provide accurate and complete information.

Your Total Compensation & Benefits Statement is NOT being mailed to you this year, so check it out next week in

Employee Central. The screenshot above shows you how to find your statement in Employee Central.



If you have any questions about your Total Compensation & Benefits Statement, please call x8632. 

IN MEMORIAM

Retiree **Michael Larson** passed away on Feb. 1, 2015. Michael was hired at the District on Nov. 16, 1967, as a Groundsman, Operating Department, in Everett. He retired May 1, 1996, as Line Helper, Everett Line. Condolences are extended to his family.

CLASSIFIEDS

Employees, retirees and immediate family members may submit a classified ad. One submission per person per week. No ads for outside businesses. Each ad can have up to 20 words and must include first/last name and home phone number. Each ad will run one week only. Submit ads by Monday afternoon for guaranteed submission that week to highlights@snopud.com or call 425-783-1713. We reserve the right to edit. Classifieds are also available on Snoweb.

Wanted

- Women golfers to play in Thursday night, 9-hole traveling league, kickoff meeting Sat., March 28, at 1 p.m. at Rockin' M BBQ. Monée Farkasosky, 425-238-7553.



Retirees' Luncheon

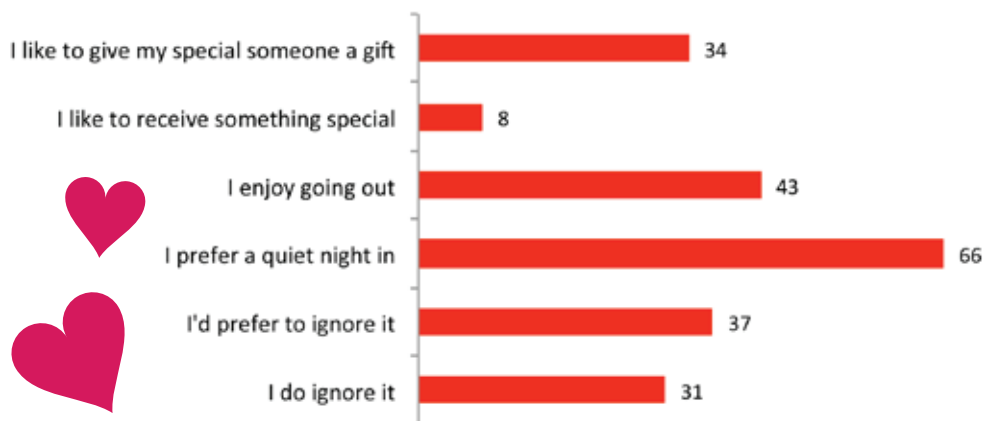
Thursday, Feb. 19, 12:30 p.m.

All retirees and employees are invited to
this no-host event.

Village Restaurant,
220 Ash Ave., Marysville

QUICKPOLL

This week's QuickPoll asked: "What's your favorite way to celebrate Valentine's Day?"



219 people had voted by press time. Watch for the QuickPoll every week on Snoweb.

PAUSE FOR THOUGHT

All you need is love. But a little chocolate now and then doesn't hurt. – Charles M. Schulz

BIRTHDAYS

Feb 13

Kevin Lavering

Feb 14

Khaja Shahabuddin

Feb 15

Rick Kometz

Jack Dinneen

Danica Pattison

Chris Martindale-Shaw

Feb 16

Dale Hecht

Kristy Todd

Libbi Parker

Jeffrey Tabor

Aaron Iverson

Feb 17

Jeanne Moen

Dana Letendre

Feb 18

Greg Minnich

Ponet Neuansourinh

Jesse Moreno

Feb 19

Anthony Curtis

Adam Peretti

Spencer Hunt

DID YOU KNOW?

According to the National Retail Federation, the average person celebrating Valentine's Day will spend \$142.31. Total spending is expected to reach \$18.9 billion.

Source: nrf.com

The Highlights Team

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Please submit ideas, articles, classified ads and feedback to highlights@snopud.com